



Tina Baich, Director of Faculty Mentoring, Office of Academic Affairs

Mentoring @ IUPUI

My mentoring context

- UL representative to Mentoring Academy
- Co-led development of UL mentoring program as my Next Gen 2.0 capstone
- Stepped in as Director of Faculty Mentoring in time of transition



Importance of Mentoring

Deliberate and thoughtful mentoring is one of the *most* important and enduring roles for the higher education faculty member. ... the career contributions that hold greatest meaning—those that sustain us long after our careers end—are relational.

~ W. Brad Johnson. *On Being a Mentor*. p. 3



Mentoring is not...

merely a knowledge
transfer mechanism or
an instructional model.



Zachary, L.J. Creating a Mentoring Culture. San Francisco: Jossey-Bass, 2005.

Mentoring is...

a **learning** relationship
in which **both** parties
acquire and apply
knowledge and engage
in critical **reflection**.



Zachary, L.J. Creating a Mentoring Culture. San Francisco: Jossey-Bass, 2005.



A Mentoring Culture...

- embraces individual and organizational learning
- values and promotes individual and organizational growth and development
- strengthens relationships throughout the organization
- connects people more deeply to the organization
- enriches the vibrancy and productivity of an organization and its people
- increases likelihood that mentoring program(s) will grow and thrive

Zachary, L.J. Creating a Mentoring Culture. San Francisco: Jossey-Bass, 2005. pp. 4-5.



Benefits for organizations

- Increased productivity and organizational stability
- Stronger long-term organizational commitment and citizenship
- Increased socialization and communication
- Retention of valued employees
- Preservation of intellectual and institutional memory
- Support of cultural diversity
- Improved leadership capacity and succession planning
- Development of a mentoring culture
- Cost effectiveness

Johnson, WB. On Being a Mentor: A Guide for Higher Education Faculty. New York: Routledge, 2016.
Zellers DF, VM Howard, MA Barcic. "Faculty Mentoring Programs: Reenvisioning Rather than Reinventing the Wheel." Review of Educational Research 78, 3 (Sep 2008): 552-588.
<http://www.jstor.org/stable/40071137>.



SECTION 1

IUPUI Mentoring Academy

Purpose

To support faculty mentoring at IUPUI through

- funding of academic unit faculty mentoring programs,
- presenting the annual IUPUI Mentoring Symposium, &
- providing access to resources related to mentoring.



Background

1. Mentoring Planning Committee led by Gail Williamson
2. April 2014: Proposal to create Mentoring Academy (MA) issued; MA established under umbrella of the Office of Academic Affairs
3. AY2014/2015: MA representatives participated in year of programming
4. April 2015: First program proposals funded by MA
5. 2014-2017: Gail Williamson continued to lead MA
6. 2018: Tina Baich appointed Director of Faculty Mentoring & assumed leadership of MA



Mentoring Academy Advisory Board

The MAAB is charged with

1. reviewing Mentoring Academy funding applications and selecting programs for funding;
2. planning the annual Mentoring Symposium; and
3. supporting and advising the Director of Faculty Mentoring.



Current Advisory Board Members

- Lisa Angermeier
- Tina Baich
- Paul Edwards
- Margie Ferguson
- Gina Gibau
- Wayne Hilson
- Joan Poulsen
- Thomas Upton
- Julie Welch
- Jane Williams
- Rob Wolter



Unit Mentoring Programs

- Dentistry
- Engineering & Technology
- Health & Rehabilitation Sciences
- Herron School of Art & Design
- IUPUC
- Liberal Arts
- Robert H. McKinney School of Law
- Medicine
- Nursing
- Physical Education & Tourism Management
- Public & Environmental Affairs
- Science
- Social Work
- University Library



Mentoring Academy Archive



ScholarWorks

Search articles, posters, and other scholar works...



[IUPUI ScholarWorks Repository](#) → [Office of Academic Affairs](#) → [IUPUI Mentoring Academy](#)

IUPUI Mentoring Academy

Browse by

- [By Issue Date](#)
- [Authors](#)
- [Titles](#)
- [Subjects](#)
- [By Submit Date](#)

Search within this community and its collections:

Go

My Account

[Login](#)
[Register](#)

Discover

Author

[Crisp, Cheryl](#) (4)
[Zoeller, Aimee](#) (4)
[Baich, Tina](#) (3)
[Cullen, Deborah L.](#) (3)
[Dutton, Yvonne](#) (3)
[McDaniel, Craig](#) (3)
[Poulsen, Joan R.](#) (3)
[Ryznar, Margaret](#) (3)
[Shaver, Lea](#) (3)
[Shieh, Carol](#) (3)
[... View More](#)

Subject

Collections in this community

- [IUPUI Mentoring Academy Funded Proposals](#)





Office of **Academic Affairs**

[ABOUT](#)[STRATEGIC INITIATIVES](#)[DIVERSITY](#)[ACADEMIC RESOURCES](#)[FACULTY AFFAIRS](#)[EVENTS](#)[Home](#) / [Academic Resources](#)

MENTORING ACADEMY



IUPUI **MENTORING ACADEMY**

When an academic culture promotes mentoring, all involved in the process benefit. Whether faculty are new to academia, long-time IUPUI faculty members, or anywhere in between, mentoring relationships can offer social and career support, leadership development, and job satisfaction. The benefits of a mentoring culture combine to create an environment where unlimited success is possible.

[Click here](#) to read the Mentoring Academy white paper.

<https://academicaffairs.iupui.edu/AcademicResources/Mentoring-Academy>



Faculty Mentoring @ IUPUI

IUPUC

Audience served: underrepresented, pre-promotion faculty

Goal: increase career self-efficacy

Assessment: instruments, focus groups

Evolution: expanded from 1:1 model to include network model and peer mentoring; available to all faculty



School of Engineering & Technology

Audience served: full-time faculty interested in enhancing their scholarship of teaching


Goal: improve quality, scholarship, and effective documentation of teaching through workshops and peer mentoring (increase promotions)

Assessment: survey




Other Mentoring Opportunities @ IUPUI

Staff Mentoring Program

 IUPUI

Q

Finance & Administration

 [ABOUT](#) [DEPARTMENTS](#) [PROGRAMS](#) ▾ [GIVE FEEDBACK](#) [CONTACT](#)

IUPUI Staff Mentoring Program

The IUPUI Staff Mentoring Program is jointly sponsored by the Finance and Administration Office, Office of Diversity Equity and Inclusion, and the IUPUI Staff Council. Program activities are managed by and administered out of the Finance and Administration Office. Send questions via email to stmentor@iupui.edu

Eligibility

Project Requirements

Post Acceptance Requirements

Submission of Application

Eligibility

IUPUI full-time staff from all schools/units and all ranks are eligible to apply as mentees or mentors. The mentors will be from a diverse range of ranks and roles. Peer to peer mentoring will be allowed.

Mentees must complete the IUPUI Staff Mentoring Program application and discuss the time commitment with their supervisor.



NRMN-trained facilitators

[ABOUT NRMN](#) ▾[OUR PROGRAMS](#) ▾[UPCOMING EVENTS](#)[NEWS](#) ▾[JOIN NRMN](#)[LOGIN](#)[SUBSCRIBE](#)[NEED HELP ?](#)

Welcome to the National Research Mentoring Network

Step 1: Select your career stage

UNDERGRADUATE STUDENTS
Find your path into a research career

GRADUATE STUDENTS & PHD CANDIDATES
Expand your resources & professional network

Step 2: Select a card below to unlock your science

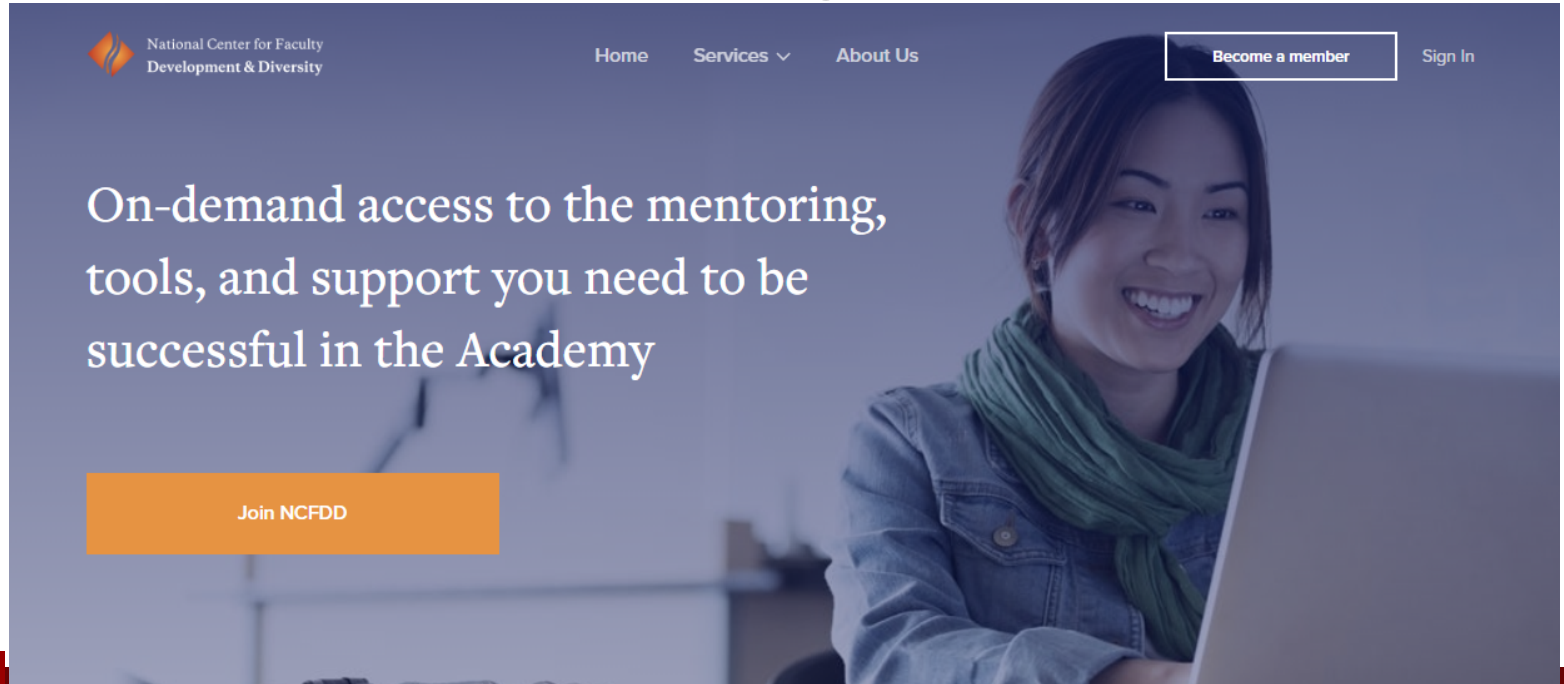


Feedback/Request Demo



IUPUI

National Center for Faculty Development & Diversity



IUPUI

Graduate Mentoring Center



IUPUI



IUPUI Graduate Office

[ABOUT](#)[APPLICATION &
ADMISSIONS](#)[ACADEMICS &
RESEARCH](#)[THESES &
DISSERTATIONS](#)[STUDENT LIFE &
SUPPORT](#)[FACULTY & STAFF
RESOURCES](#)[FORMS](#)

IUPUI Graduate Mentoring Center

Mission Statement. The Graduate Mentoring Center provides resources and opportunities for faculty and staff to strengthen their skills in mentoring graduate and professional students. The Center also serves graduate and professional students interested in learning more about mentoring and professionalism. In collaboration with the Graduate Office, the Mentoring Center works to foster graduate and professional student academic and career success, as well as promoting a greater understanding of diversity on campus.



SECTION 2

Final Thoughts



Reflection

“...the ability to **critically examine** your current or past practices, behaviors, actions, and thoughts in order to **more consciously and purposefully develop** yourself personally and professionally.”

Lois J. Zachary, The Mentee's Guide, San Francisco: Jossey-Bass, 2009, p. 18



What are your goals?

- Ultimate goal
- Long-term goals (5-10 years)
- Medium-term goals (2-5 years)
- Short-term goals (now-2 years)



[Creating an Individual Development Plan Exercise](#)



Questions to guide goal-setting

1. What does success look like to you?
2. What is the outcome you want?
3. What do you want to be different in 3 to 5 years?
4. What are the obstacles you're facing?
5. What can you control?
6. What are the options you've come up with?



Moran, Gwen. "The Best Mentors Ask These 8 Questions." *Fast Company*, March 16, 2018, <https://www.fastcompany.com/40543989/the-best-mentors-ask-these-8-questions>



What are your needs?

Designing research

Writing grants

Preparing for promotion

Cultural competence

Organizational dynamics

Speaking publicly

Assessing students

Teaching effectively

Establishing goals

Managing your career

Managing staff

Leading teams

Collaborating effectively

Navigating institution

Managing conflict

Knowing career paths / opportunities

Adapted from NRMN Research Mentoring Training Workshop, Day 1, p. 27



Individual Development Plan

- Encompass all aspects of responsibility
- Align with personal and organizational goals
- Mentee in charge of plan; mentor advises and provides accountability
- Start with one year and build from there

IDP





THE
FUTURE
IS NOW



Discussion prompts

- What do you hope the future of mentoring at IUPUI will look like?
- What do you think is important to building a mentoring culture at IUPUI?
- What mentoring resources should IUPUI provide?
- What mentoring programming should IUPUI provide?



Questions?

cbaich@iupui.edu



IUPUI

FULFILLING *the* PROMISE



References & Resources

1. Johnson, WB. *On Being a Mentor: A Guide for Higher Education Faculty*. New York: Routledge, 2016.
2. Zachary, LJ. *Creating a Mentoring Culture*. San Francisco: Jossey-Bass, 2005.
3. Hart, EW. “Nurturing Relationships Provide Many Benefits.” *Leadership in Action* 29, 1 (2009): 17-20.
4. Zellers DF, VM Howard, MA Barcic. “Faculty Mentoring Programs: Reenvisioning Rather than Reinventing the Wheel.” *Review of Educational Research* 78, 3 (Sep 2008): 552-588. <http://www.jstor.org/stable/40071137>.
5. IUPUI Mentoring Academy in IUPUI ScholarWorks - <https://scholarworks.iupui.edu/handle/1805/13113>



References & Resources (cont.)

6. IUPUI Mentoring Academy webpage - <https://academicaffairs.iupui.edu/AcademicResources/Mentoring-Academy>
7. Towers, GW, et al. "Career Self-Efficacy Mentoring for Pre-Promotion, Under-Represented Faculty at IUPUC." IUPUI Mentoring Academy Proposal, 2015, <https://doi.org/10.7912/C2ZP82>.
8. Burns, DS, et al. "Supporting Teaching and Excellent Scholarship." IUPUI Mentoring Academy proposal, 2017, <http://hdl.handle.net/1805/15200>.
9. IUPUI Staff Mentoring Program, <https://fiad.iupui.edu/mentoring.asp>
10. National Research Mentoring Network, <https://nrmnet.net/>
11. National Center for Faculty Development & Diversity, <https://www.facultydiversity.org/>



References & Resources (cont.)

12. IUPUI Graduate Mentoring Center,
<https://graduate.iupui.edu/support/gmc/index.html>
13. Creating an Individual Development Plan exercise,
<https://academicaffairs.iupui.edu/media/AAContent/Mentoring-Academy/creating-individual-development-plan-exercise.pdf>
14. Moran, G. “The Best Mentors Ask These 8 Questions.” *Fast Company*, March 16, 2018, <https://www.fastcompany.com/40543989/the-best-mentors-ask-these-8-questions>



Photo credits

1. “[bank transfer](#)” by Mike Cohen is licensed under CC BY 2.0
2. “[Mirror](#)” by Sam Greenhalgh is licensed under CC BY 2.0
3. “[Reflections](#)” by John Piercy is licensed under CC BY-NC-ND 2.0
4. “[Have Goals \(Kenilworth & Farwell\)](#)” by Ky is licensed under CC BY 2.0
5. “[Opalescent Forest Road - HDR](#)” by Nicolas Raymond is licensed under CC BY 2.0
6. “[future again 01](#)” by MTSoFan is licensed under CC BY-NC-SA 2.0

